

Message Text

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ACTION IO-13

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LIMITED OFFICIAL USE GENEVA 9695

E.O. 11652: N/A

TAGS: AORG, UN

SUBJ: UN ADMINISTRATION--JOB CLASSIFICATION

REF: (A) GENEVA 9509; (B) USUN 5447

1. AT LUNCH WITH MISSION OFFICERS (REFTEL A), UNOG ADMIN CHIEF BARBOSA SAID THAT COST AND TIME REQUIRED FOR JOB CLASSIFICATION IN GENEVA WOULD DEPEND ON WHAT KIND OF SYSTEM IS WANTED, AND HOW THE JOB IS APPROACHED. IT WOULD NOT REQUIRE MUCH EFFORT TO SIMPLY REVISE THE PRESENT SYSTEM, BUT A MAJOR OVERHAUL WOULD REQUIRE SOME MONEY AND SOME TIME.

2. BARBOSA FELT STRONGLY, HOWEVER, THAT WHATEVER WAS DONE, IT SHOULD RESULT IN A COMMON SYSTEM. ANY ATTEMPT TO DO THIS HAS ALREADY BEEN CONFUSED BY THE FACT THAT WHO AND ILO HAVE RECENTLY FINISHED JOB CLASSIFICATION STUDIES, AND ITU HAS ONE UNDERWAY NOW. OBVIOUSLY, A COMMON JOB CLASSIFICATION SYSTEM, IF THERE IS TO BE ONE, WILL REQUIRE STRONG DIRECTION FROM NEW YORK.

3. AT LEAST ONE PALAIS OFFICIAL (MALAKOFF--CCAQ) TENDS TO SUPPORT BARBOSA'S FEELINGS. HE COMMENTED SPECIFICALLY ON TWO PROPOSALS. ONE WAS OFFERED BY CHACKAL (UNOG CHIEF OF PERSONNEL) WHO WOULD UTILIZE JOB CLASSIFIERS ALREADY EMPLOYED WITHIN UN SYSTEM IN GENEVA, AND WOULD COST VERY LITTLE. THE OTHER IS A PROPOSAL TO HIRE AN OUTSIDE

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CONSULTANT TO DO THE WHOLE THING FROM SCRATCH. MALAKOFF'S

ESTIMATE IS THAT THIS WOULD COST A LOT OF MONEY,
APPROXIMATELY US DOLLARS 150 THOUSAND PER YEAR FOR TWO TO
TWO AND A HALF YEARS TO COMPLETE INITIAL WORK AND THE
JOB CLASSIFICATION ITSELF.

4. MALAKOFF ALSO FEELS STRONGLY THAT NO MATTER WHEY
SYSTEM IS CHOSEN, SOME CONSIDERABLE TIME WILL BE REQUIRED
TO PUT NEW JOB CLASSIFICATION SCHEDULE INTO EFFECT
AFTER CLASSIFICATION ITSELF IS COMPLETED. AS IT SEEMS
FOREGONE CONCLUSION THAT NO SALARY LEVELS WILL BE
REDUCED, IT MAY REQUIRE YEARS TO BRING SALARIES AND
JOB LEVELS INTO LINE, SINCE THERE HAS BEEN VIRTUALLY NO
JOB CLASSIFICATION REVIEW OF G-LEVEL JOBS AT THE PALAIS
IN 25 YEARS.CATTO

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